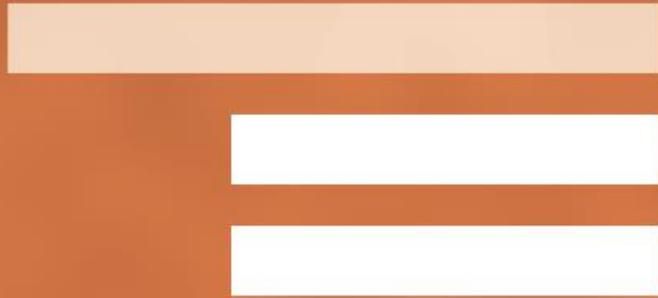


# Southern Region

Chelsea Hunt, Facilitator

New Skills for Youth Career Pathway Strategy Lead



OKLAHOMA  
**EDGE**

**Oklahoma State Department of Education**

**Oklahoma Works**

**Key Economic Network (KEN) Champions**

**Oklahoma Workforce Investment Boards**

**Oklahoma Department of Career Technology Education**

**Oklahoma State Regents for Higher Education**

# Goals for Today

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- Identify why we have a workforce skills gap.
- Consider what possible solutions are to close the workforce gap by 2025.

Consider whether completed career pathways match high-demand, high-skilled jobs regionally (data tables)

- Industry certificates/credentials
- Associates degrees
- Bachelors degrees

# New Skills for Youth Vision

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To ensure all students have the opportunity and support to successfully secure a postsecondary degree or industry certification that **reflects each individual's passions and skills.**

# Data Note

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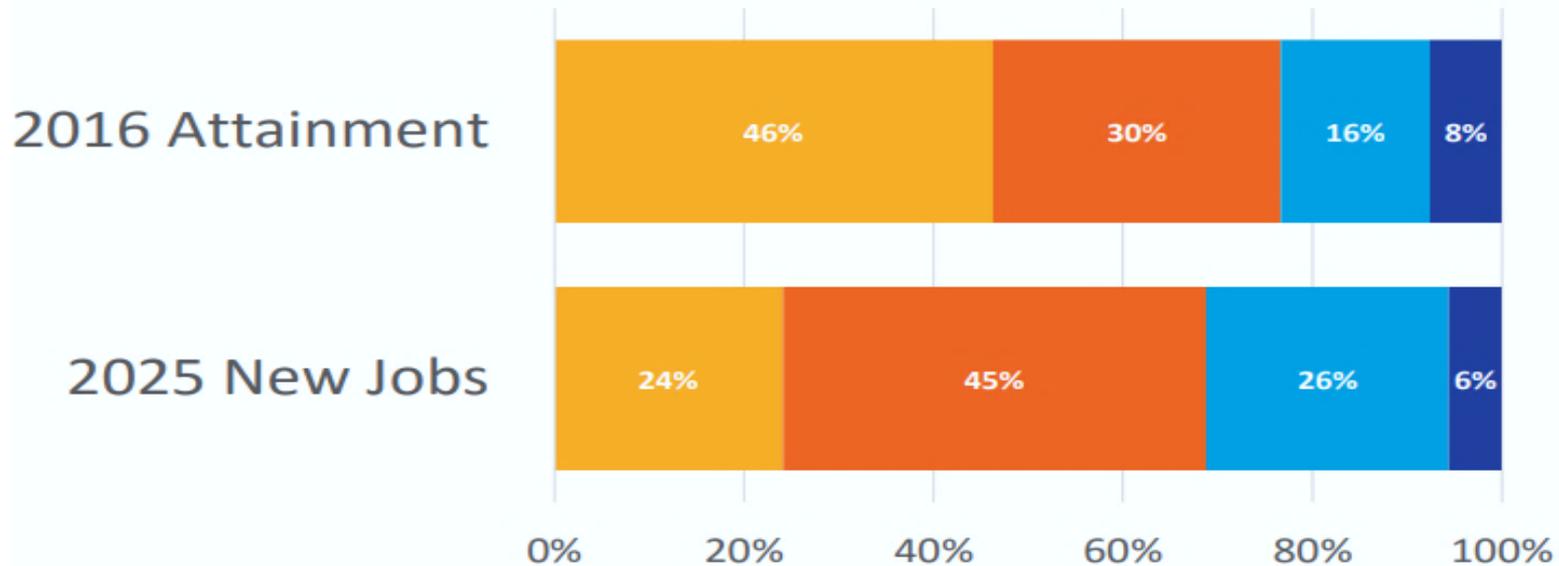
We are using 2015-2016 data to accurately report the completers for the previous. The most updated information by region is available at:

<https://oklahomaworks.gov/workfoce-area-briefings/>

# 2016 Data for Oklahoma's Workforce Gap

## Oklahoma's Workforce Gap

■ High School and Less ■ Associates/Certificate/Credential ■ Bachelors ■ Graduate



Source: OK Office of Workforce Development; EMSI Q3, 2016

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# **Why Do We Need to Partner to Close the Skills Gap?**

**What can you determine the  
workforce needs are as defined  
by the regional data between  
2016 Attainment and 2025 New  
Jobs?**

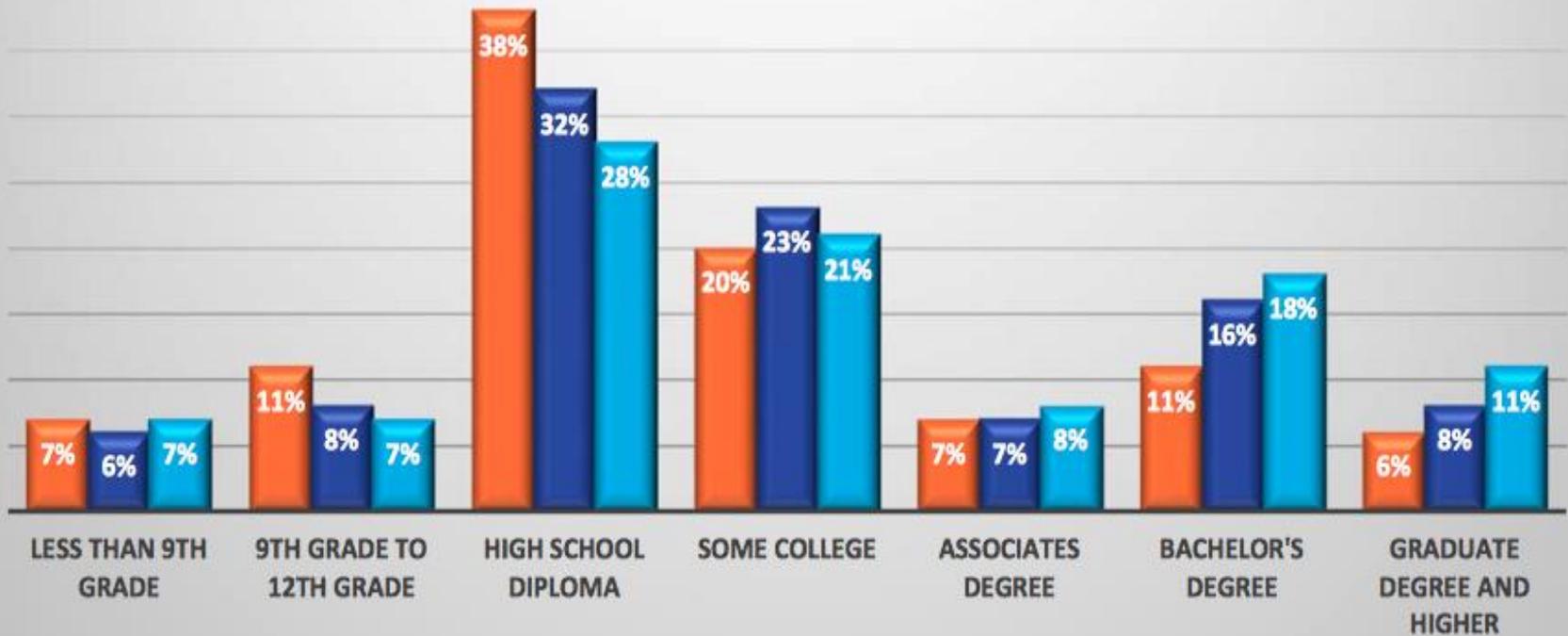
# Oklahoma's Wealth-Generating Ecosystems (Southern Oklahoma)

| Ecosystem Comparison<br>Southern Oklahoma Workforce Development Area |                                      |                                   |                         |   |
|--|--------------------------------------|-----------------------------------|-------------------------|---|
| Ecosystem  | Estimated Net Job Growth (2016-2025) | Ecosystem Growth Rate (2016-2025) | Average Annual Earnings | Comments  |
| Aerospace and Defense  | 454                                  | 10.48%                            | \$52,410                |   |
| Agriculture and Bioscience   | 374                                  | 5.05%                             | \$49,323                |   |
| Energy   | 1,304                                | 16.73%                            | \$59,087                | 2 <sup>nd</sup> highest salary; 2 <sup>nd</sup> highest growth rate |
| Information and Financial Services                                   | 621                                  | 12.96%                            | \$56,858                |   |
| Transportation and Distribution                                      | 2,011                                | 16.16%                            | \$57,079                | 2 <sup>nd</sup> most new jobs created                               |
| Construction   | 3,016                                | 22.96%                            | \$47,013                | Highest growth rate   |
| Education  | -848                                 | -6.30%                            | \$52,469                |   |
| Health Care  | 2,943                                | 14.11%                            | \$47,220                | Most new jobs created; Employs the most individuals                 |
| Manufacturing  | 700                                  | 13.79%                            | \$60,176                | Highest salary  |

# Educational Attainment by Educational Level

Southern Oklahoma Workforce Development Area  
compared with the State of Oklahoma and United States

■ Southern Oklahoma Workforce Development Area   ■ State of Oklahoma   ■ United States



Source: EMSI 2017.2

# How ?

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- How do we close the workforce gap?
- How do we determine the reasons for the workforce gap?

# What do you need in your region?

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- Access to work-based learning?
- Opportunities for career awareness, career exploration and career preparation supported by business/education partnerships?
- Multiple ways to communicate to students what careers are available in our region?
- Relevant, career pathway preparation for workforce needs?
- Other?

# Top Industries in Southern Oklahoma by Jobs

- The industry most prominently represented in the Southern Oklahoma Workforce region based on job numbers in 2014 is Government (including Defense and Education). Other highly represented industries include Health Care and Social Assistance and Manufacturing.
- As a region, the top earning industries have earnings potential less than the state averages.
- Mining, Quarrying, and Oil and Gas Extraction has the highest gap of earnings in the Southern Oklahoma Region, earning \$36,200 less compared with state averages.
- Service industries, including religious and civic institutions, have the most comparable earnings to state averages.

# Top Industries in Southern Oklahoma by Jobs

| Industry   | 2015 Jobs | Current Regional | 2015 State Total |
|--|-----------|------------------|------------------|
|  |           | Earnings         | Earnings         |
| Government                                       | 44,637    | \$48,731         | \$54,905         |
| Health Care and Social Assistance                | 18,193    | \$38,322         | \$50,696         |
| Manufacturing                                    | 14,998    | \$54,537         | \$65,998         |
| Construction                                     | 9,525     | \$41,227         | \$47,930         |
| Mining, Quarrying, and Oil and Gas Extraction    | 7,276     | \$74,768         | \$110,991        |
| Transportation and Warehousing                   | 6,379     | \$48,666         | \$64,746         |
| Other Services (except Public Administration)    | 6,318     | \$23,221         | \$25,157         |
| Administrative, Support and Waste Management     | 5,175     | \$29,338         | \$37,121         |
| Professional, Scientific, and Technical Services | 4,517     | \$45,280         | \$66,308         |
| Wholesale Trade                                  | 4,098     | \$50,911         | \$64,790         |

Source: EMSI 2015.2 Class of Worker

# Top Paying Industries in Southern Oklahoma

- The top paying industry in Southern Oklahoma is Utilities with an average annual salary of \$91,961.
- Mining, Quarrying, and Oil and Gas Extraction jobs are the second highest earnings industry in the region.
- Manufacturing and Government are industries that have both high job numbers and high earnings potential.

# Top Paying Industries in Southern Oklahoma

| Industry                                      | 2015 Jobs | Current Regional Earnings | 2015 State Total Earnings |
|---|-----------|---------------------------|---------------------------|
| Utilities                                     | 1,032     | \$91,961                  | \$148,172                 |
| Mining, Quarrying, and Oil and Gas Extraction | 7,276     | \$74,768                  | \$110,991                 |
| Manufacturing                                 | 14,998    | \$54,537                  | \$65,998                  |
| Management of Companies and Enterprises       | 704       | \$53,346                  | \$94,292                  |
| Wholesale Trade                               | 4,098     | \$50,911                  | \$64,790                  |
| Information                                   | 1,184     | \$50,482                  | \$66,810                  |
| Government                                    | 44,637    | \$48,731                  | \$54,905                  |
| Transportation and Warehousing                | 6,379     | \$48,666                  | \$64,746                  |
| Finance and Insurance                         | 3,927     | \$46,966                  | \$67,241                  |
| Real Estate and Rental and Leasing            | 1,479     | \$46,187                  | \$46,309                  |

Source: EMSI 2015.2 Class of Worker

# How do we make connections?

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- Consider the Career Technology Center High School completers data.
- Consider the number of completers available for the pathways of needed jobs.

# High School Completers in High-Skill, High-Demand Pathways

The Career Technology Education information that follows is for high school juniors and seniors in a particular center. This data can be used to create a clear and complete picture showing the workforce needs in each region.

Completing this picture will provide us the opportunity to share with several different audiences workforce needs and skills gaps.

**SOUTHERN REGION**  
**PONTOTOC TECHNOLOGY CENTER - ADA**

**SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016**

| PATHWAY               |                    |              |                     |                                  |                        |                         |                      |                                |             |
|-----------------------|--------------------|--------------|---------------------|----------------------------------|------------------------|-------------------------|----------------------|--------------------------------|-------------|
| SCHOOL                | Automotive Service | Construction | Diagnostic Services | Information Support And Services | Personal Care Services | Science And Mathematics | Therapeutic Services | Web And Digital Communications | Grand Total |
| Ada High School       | 2                  | 4            |                     |                                  |                        |                         | 2                    | 1                              | 9           |
| Allen High School     | 1                  | 3            |                     |                                  | 1                      | 2                       | 2                    | 2                              | 11          |
| Byng High School      |                    | 2            |                     | 1                                | 1                      | 2                       | 2                    |                                | 8           |
| Home Schooling        |                    | 2            | 1                   | 2                                |                        |                         |                      |                                | 5           |
| Latta High School     | 2                  | 1            |                     | 2                                |                        | 1                       | 3                    | 2                              | 11          |
| Roff High School      | 1                  | 1            |                     |                                  | 4                      | 1                       | 1                    | 1                              | 9           |
| Sasakwa High School   | 1                  | 2            |                     |                                  |                        |                         |                      | 1                              | 4           |
| Stonewall High School |                    |              |                     | 2                                | 2                      | 1                       | 2                    |                                | 7           |
| Tupelo High School    |                    | 4            |                     | 1                                |                        |                         | 3                    |                                | 8           |
| Vanoss High School    | 1                  |              |                     |                                  | 4                      | 3                       |                      | 1                              | 9           |
| <b>Total</b>          | <b>8</b>           | <b>19</b>    | <b>1</b>            | <b>8</b>                         | <b>12</b>              | <b>10</b>               | <b>15</b>            | <b>8</b>                       | <b>81</b>   |

- **Southern (Garvin County) Example: Higher Education**
- **Higher education data for below school districts freshman year, separated by site:**

**Neighboring campus’:**

- East Central University (Ada)
- University Center of Southern Oklahoma (Ardmore)

| School Sites          | Total Headcount | Avg. GPA    | '0.00-1.69 |            | '1.70-1.99 |           | '2.00-2.99 |            | '3.0+     |            |
|-----------------------|-----------------|-------------|------------|------------|------------|-----------|------------|------------|-----------|------------|
|                       |                 |             | N          | I %        | N          | I %       | N          | I %        | N         | I %        |
| ELMORE CITY SENIOR HS | 9               | 2.25        | 3          | 33%        | 0          |           | 1          | 11%        | 5         | 56%        |
| LINDSAY HS            | 31              | 2.53        | 8          | 26%        | 0          |           | 8          | 26%        | 15        | 48%        |
| MAYSVILLE HS          | 10              | 2.04        | 2          | 20%        | 2          | 20%       | 5          | 50%        | 1         | 10%        |
| PAULS VALLEY HS       | 43              | 2.91        | 5          | 12%        | 3          | 7%        | 10         | 23%        | 25        | 58%        |
| PAOLI HS              | 7               | 1.85        | 4          | 57%        | 0          |           | 1          | 14%        | 2         | 29%        |
| STRATFORD HS          | 13              | 2.37        | 3          | 23%        | 2          | 15%       | 4          | 31%        | 4         | 31%        |
| WYNNEWOOD HS          | 13              | 2.55        | 4          | 31%        | 0          |           | 2          | 15%        | 7         | 54%        |
| <b>COUNTY TOTAL</b>   | <b>126</b>      | <b>2.55</b> | <b>29</b>  | <b>23%</b> | <b>7</b>   | <b>6%</b> | <b>31</b>  | <b>25%</b> | <b>59</b> | <b>47%</b> |

# College Preparation Things to Consider

- This data shows us which high schools are sending students to college. This also shows student performance freshman year. From the previous table we are able to determine which students were able to persist (considering GPA) to sophomore year.
- What are your observations about the college preparation data?
  - We found outstanding schools in your region who have prepared their students for college success. What do you notice?
  - How do you plan to engage your rising professionals?
  - According to the data, what do you notice about student persistence in your area?

# Degree Attainment by High School Sites

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For more complete results of education degree attainment, follow this link.

This identifies college majors that connect to high-demand, high-skilled careers.

Check this out for your region.

# Competitive Edge

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Our overarching goal is to figure out how we connect with “future” workers who want to make an impact for themselves and our community!

# What is our role in closing the skills gap?

- Business
- Community
- PK-12 Educators
- Parents
- Students
- Career Technology Centers
- Higher Education
- Regional Chambers of Commerce
- Workforce Investment Boards

# Regional Core Team Members

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## Region

- KEN Champion
- Career Pathway Champion
- Workforce Board
- PK-12 Educator
- ICAP Districts
- Community

## Region

- Career Technology
- College/University
- OSDE/Regional Accreditation Officer
- Business
- Chamber of Commerce

**Name:** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Title:** \_\_\_\_\_

- Provide Internship**
- Provide externship**
- Join regional advisory board**
- Define employability skills**
- Share success story**
- Volunteer to mentor student**
- Support college/career fair**
- Connect with local district**
- Celebrate my alumni**
- Hire local grads**
- Contribute to regional newsletter**
- Provide student leadership opportunities**
- Promote career development in my school/in my community**
- Support family engagement**
- Other**

# Contacts

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